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# Fort Hays State University Faculty Senate Minutes, April 5, 1999

FHSU Faculty Senate

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**FHSU Faculty Senate Minutes**  
Meeting of 4/5/99

President Debra Scheffel called the meeting to order at 3:35pm.

The minutes of the March meeting were approved by a voice vote.

**Announcements**

Vice-president John Durham updated the Senate on the activities of the legislature with regard to the reorganization of higher education and the appropriations bill for higher education.

**Standing Committees**

Senator Joan Rumble, secretary of the **Academic Affairs Committee**, presented several courses for senate approval. HHP 317, "Nutrition and Aging" was approved by a voice vote. NURS 407 and 408, "Pathophysiology I and II" were approved by a voice vote. It was noted that the taxonomy number was missing for both courses. These courses were approved by a voice vote. NURS 493, "Seminar in Gerontology" also lacked a taxonomy number. It was approved by a voice vote with two abstentions. PHYS 230, "Telecommunication System Fundamentals for Information Networks" was approved by a voice vote with one abstention. MLNG 570/770, "Workshop in Modern Languages" was approved by a voice vote. GSCI 103, "Geographic Information System Concepts" and GSCI 104, "Orientation to Geography" were approved also by voice votes.

Vice-president John Durham presented a draft of a motion from the **Executive Committee** proposing a procedure for implementing Faculty Senate recommendations. The proposal was referred to the By-laws and Standing Rules Committee.

**New Business**

Provost Larry Gould asked for senate input on how to distribute additional dollars for salary enhancement which might be forthcoming from the state legislature. There will probably be about \$140,000 to distribute. The legislature will want these dollars will be earmarked to address the problem of salary compression. Salary compression occurs when assistant professors are hired in at similar or higher salaries than senior faculty. He provided statistics on how the monies would be distributed by a couple of models would work.

Provost Gould observed that years of service need to be addressed in any model, but that he felt that merit also needs to be taken into account in deciding how to distribute the money.

Senator John Ratzlaff suggested that academic rank needs to be taken into account. The salary statistics show that the salaries of assistant professors are not nearly as far behind those of their peers in other institutions as are associate and full

professors.

Vice-President John Durham moved that the **External Affairs and Faculty Salary Committee** be authorized to discuss the distribution of salary enhancement dollars with the administration. EAFSC will seek input from all faculty and report back electronically to the Senate in a timely fashion. The Senate President will call a meeting of the Senate or will arrange for an electronic vote on the proposed distribution models.

The resolution passed by a voice vote.

There were no reports from liaisons.

The Senate adjourned at 4:45pm.

Senator John Durkin, secretary of the Academic Affairs Committee, presented several courses for senate approval. MATH 317, "Mathematical Analysis" was approved by a voice vote. MATH 407 and 408, "Mathematical Analysis I and II" were approved by a voice vote. It was noted that the University would not be making for both courses. These courses were approved by a voice vote. MATH 491, "Seminar in Mathematics" also lacked a taxonomy number. It was approved by a voice vote with two abstentions. PHYS 233, "Telecommunication Systems Fundamentals for Information Networks" was approved by a voice vote with one abstention. MATH 375/376, "Workshop in Modern Mathematics" was approved by a voice vote. CSCE 182, "Geographic Information System Concepts" and CSCE 183, "Orientation to Concepts" were approved also by voice votes.

Vice-president John Durham presented a draft of a motion from the Executive Committee proposing a procedure for implementing Faculty Senate recommendations. The proposal was referred to the By-Laws and Standing Rules Committee.

#### New Business

Provost Larry Gould asked for senate input on how to distribute additional dollars for salary enhancement which might be forthcoming from the state legislature. There will probably be about \$18,000 to distribute. The legislature will want these dollars will be earmarked to address the problem of salary compression. Salary compression occurs when assistant professors are hired in at similar or higher salaries than senior faculty. He provided statistics on how the money would be distributed by a couple of models would work.

Provost Gould observed that years of service need to be addressed in any model, but that he felt that merit also needs to be taken into account in deciding how to distribute the money.

Senator John Matzloff suggested that academic rank needs to be taken into account. The salary statistics show that the salaries of assistant professors are not nearly as far behind those of their peers in other institutions as are associate and full